

24 June 2005

MEMORANDUM FOR FLIGHT NURSE (FN) COURSE UTILIZATION AND TRAINING
WORKSHOP (U&TW) ATTENDEES

AEROMEDICAL EVACUATION TECHNICIAN (AET) COURSE
U&TW ATTENDEES

FROM: USAFSAM/ATR
2601 Louis Bauer Drive
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SUBJECT: Flight Nurse Course and AE Technician Course U&TW Minutes

1. The Flight Nurse and AE Technician course Utilization and Training Workshops were held concurrently 7-9 June 2005 at the USAF School of Aerospace Medicine (USAFSAM), Brooks City-Base, TX.

2. Attendees:

Col Gloria Twilley AMC/SGN
Lt Col Bridget Larew AF/XOOT
Lt Col Lisa D. DeDecker USTC/SG
Maj Kathleen Flarity AF/SGCN
Maj. Mary O'Loughlin AMC/A37TP
Maj Christel A. Robinson USAFE/DOT
Maj. Tom Carney AFRC/DOT
Capt Elena Schlenker PACAF/DOT
Capt Scott Russell 142 AES (ANG)
Maj Douglas Cook USAFSAM/ATR
Maj John Baer USAFSAM/ATR
Maj Megela Campbell USAFSAM/ATR
Maj Earl Bartolomeo USAFSAM/ATR
Capt Angel Rivasrivera USAFSAM/ATR
CMSgt Richard Lewis AF/SGCN
CMSgt James Brady 22 AF/DOT
SMSgt Ernesto Lozares AMC/A37TP
MSgt Patrick J. McEneany Jr. PACAF/DOT
MSgt Kenneth E. Quattlebaum ANG/XO
TSgt Agustin Ortiz, Jr. USAFE/DOT
MSgt Scott Curran USAFSAM/ATR
SSgt Lakeatta Tonge USAFSAM/ATR

3. 7 June 2005, Combined Session FN and AET

3.1. Opening Remarks:

3.1.1. Col Thomas Palmer (Vice Commander, USAFSAM): Colonel Palmer welcomed the group and spoke about the importance of aircraft trainers and their impact on our curriculum. Col Palmer explained that the current BRAC is a concern and challenged the group to identify ways to acquire essential training resources and upgrade existing platforms.

3.1.2. Col Michael VanValkenburg (Chief, Contingency Operations Division, USAFSAM): Colonel VanValkenburg also welcomed the group and emphasized the importance of purchasing current aircraft training platforms. He also highlighted the group's responsibility to identify course resources, manpower and training requirements. He reminded the attendees that the mission of USAFSAM has not changed in light of the recent BRAC announcement.

3.1.3. CMSgt Eric Harmon (Superintendent, USAFSAM): The Chief welcomed the group and reinforced the comments made by the previous speakers. He remarked on the performance of past U&TWs and explained that while there are contentious issues, it is imperative that attendees find common ground and execute their duties.

3.1.4. Maj Douglas Cook (Director, Flight Nurse Course) and MSgt Scott Curran (Director, Aeromedical Evacuation Technician Course): Maj Cook and MSgt Curran provided opening comments that included an outline of the training organization at USAFSAM. Attendee introductions were completed, rules of engagement were discussed, and a facility orientation was accomplished. FN and AET course instructors conducted a tour of AE Branch training facilities that included a training capabilities briefing of AE aircraft training platforms, equipment shop, and classroom facilities. They briefed that the objective of the U&TW is to identify training requirements IAW AFI 36-2201V5.

3.1.5. Col Robert Allen (Chief, Aeromedical Evacuation Branch, USAFSAM): Colonel Allen's opening remarks included a review of medical prerequisites for the FN and AET courses. Current course requirements dictate all FN and AET candidates have a current Class III flying physical with all applicable waivers certified by sending MAJCOM. Col Allen provided insight into problems routinely uncovered during his review of student medical records. Students continue to report to USAFSAM with disqualifying health problems and documentation omissions that should have been resolved at the unit level before the FN or AET candidate reports for formal training. USAFSAM does not have the resources to correct problems with individual flight physicals and will non-academically disenroll students who present with discrepancies.

3.2. MAJCOM Updates:

3.2.1. PACAF: Capt Elena Schlenker and MSgt Patrick J. McEneaney Jr. provided an update on current AE operations in the Pacific theater. They also highlighted training issues. Chief among these was difficulty with scheduling aircraft for upgrade training. In some cases, the 18 AES must send students TDY to accomplish aircraft training. MSgt McEneaney also spoke on technician training issues including the necessity to send some technicians to the Kadena clinic for additional medical experience prior to qualification (see atch 1).

3.2.2. USAFE: Maj Christel A. Robinson and TSgt Agustin Ortiz Jr. highlighted aircrew training and currency challenges facing USAFE secondary to aircraft availability. FNs and AETs maintain clinical competencies rotating through patient care areas at Landstuhl Regional Medical Center.

3.2.3. AFRC: Maj Tom Carney expressed concern over the number of training slots available to AFRC. He also reported that AFRC units are experiencing delays in upgrade/continuation training due to limited availability of aircraft (see atch 2).

3.2.4. ANG: MSgt Kenneth E. Quattlebaum informed the group that the ANG has an increasing role in homeland defense and FEMA operations. He also proposed keeping ARC personnel in an Active Duty training status until all training (qualification, skill level upgrade, etc.) including "seasoning days" is complete. He acknowledged that funding for this would be a challenge (see atch 3). MSgt Quattlebaum also briefed that ANG/SG in coordination with AETC has increased 4N031 training slots to fully alleviate the OCP list by 31 July '05.

3.2.5. AMC: Maj Mary O'Loughlin and SMSgt Ernesto Lozares briefed the AE Formal Training Unit (FTU) concept and status. The importance of the FTU as a means of standardizing AE training and as a solution to aircraft availability constraints for training was emphasized and explained in detail. They further explained that crews are operating in a contingency environment despite a lack of standardized training. They also explained that the concept called for a two-phase curriculum with phase one at USAFSAM and phase 2 at Scott AFB. Key to the execution of the FTU proposal is construction of a full motion C-17 simulator. They also presented a detailed explanation of the Universal AECM program and new AE publications. The desire was expressed for USAFSAM to incorporate AFI 11-2AE V3 guidance into the course curriculum beginning in July 2005. Maj O'Loughlin and SMSgt Lozares also briefed the way ahead for AE training (see atch 4).

3.2.6. AMC/SGON: Col Gloria Twilley briefed that AF Series 41-3 documents dealing with AE will be superseded by AFD 10-29 Aeromedical Operations. She also informed the group that AF Form 3899 will be converted to DD Form 3899, which will change the format from paper to electronic. She briefed that a standard intracranial pressure monitoring device will be added to the CCATT allowance standard. She also informed the audience on the development of next generation patient loading devices. She continued with information on several projects in the development stage including:

patient acuity tool, AE patient satisfaction surveys, AE/CCATT Readiness Preparation Study, new equipment initiatives, and clinical direction for AE (see atch 5).

3.2.7. USTRANSCOM: Lt Col Lisa D. DeDecker discussed patient safety issues related to AE patient movement including the fact that there have been five medical investigations in the past two years. She also briefed that a new acuity process is being developed to identify when it is appropriate to augment AE crews.

3.2.8. Altitude Physiology: Capt Mark Gruber, USAFSAM discussed the course curriculum currently used for Altitude Physiology training.

3.2.9. AF Career Field Manager (4N0X1): CMSgt Richard Lewis welcomed the group and stressed the importance of a U&TW. 4N0's will host their U&TW in November 2005 and will layout training requirements for the next 5-10 years. Recent feedback from the field outlined challenges presented by possible training deficiencies as technicians cope with higher patient acuities and new equipment. The Chief emphasized utilizing 4N0s to their full capacity as specified in the 4N0 Career Field Education and Training Plan (CFETP).

3.2.10. USAFSAM Office of the Registrar: Mr. Charles Deosdade described the enrollment process for USAFSAM courses. He also gave a detailed description of the Oracle Training Administration process. Mr. Deosdade concluded with a presentation detailing the throughput for the FN and AET courses for FY 02-04. This data showed that USAFSAM consistently executes these courses with unused slots for both FNs and AETs.

3.2.11. Survival Evasion Resistance and Escape (SERE) Course: TSgt Robert Shadix provided an overview of the current course curriculum including the FY 06 schedule. Beginning in FY 06, students will attend SERE before transitioning into the FN or AET course.

3.2.12. USAFSAM Information Systems Office: Ms. Carrie Sierra discussed the mandate for Information Assurance Awareness (IAA) training for all USAFSAM students. All USAFSAM students are required to bring a copy of their IAA training certificate and proof of a "SECRET" or higher security clearance.

3.2.13. Summary: MSgt Curran thanked the MAJCOM briefers for their information and summarized a recurrent theme in most of the presentations; AE units are severely limited in their ability to provide aircraft upgrade training due to constrained airlift resources. Some units have even resorted to sending students TDY to train on aircraft. This raises a question of how much unit-level upgrade training actually costs. He also noted that no data is available on how long it takes to upgrade students after they graduate the FN or AET course. The lack of clear data points makes it difficult to identify, implement, and measure the efficacy of proposed solutions.

4. Course Curriculum Overview: Maj Cook and MSgt Curran described USAFSAM FN and AET training capabilities, resources, and users. They provided detailed data on course throughput and student demographics (see atch 6). This data reflects 89% of all Air Force nurses (Total Force) are current in ACLS when they report to the FN course. They pointed out that the average class sizes for FY 04 and FY 05 indicate the courses typically execute with more than 20 unfilled seats per class. MSgt Curran briefed that 45% of all Air Force AET students (Total Force) are trained to the 3 skill-level when they report to the AET course. He also provided throughput analysis that revealed an underutilization of FN and AET course allocations by ARC and AFPC.

5. Maj Cook and MSgt Curran gave a brief overview of the content of the FN and AET courses. They introduced the course instructors who provided a more detailed look at the specific blocks of instruction including specific units of instruction and resources involved in execution.

5.1. Maj Megela Campbell (Block I, AE Basics)

5.2. Maj John Baer (Block II, Aircraft Considerations)

5.3. Capt Angel RivasRivera (Block III, AE Equipment)

5.4. Maj Earl Bartolomeo (Block IV, Nursing Considerations)

5.5. Capt Angel RivasRivera (Block V, Flight Training Application)

6. Day Two – 8 June 2005, Combined Session FN and AET

7. Post 9/11 patient movement data (LtCol DeDecker and Maj Cook): Data reflecting the top 20 patient diagnosis in the patient movement system was reviewed. The group came to an agreement that FN and AET training should place more emphasis on patient care and less on aircraft systems as reflected in the Universal Crewmember concept.

8. Air Force Occupational Measurement Squadron (AFOMS) Brief: Mr. Mike Brosman, provided a briefing that outlined the capabilities of AFOMS. He provided a detailed description of their data collection process and products. He focused on Job Inventories and Occupational Survey Reports. He further discussed the feasibility of conducting a Flight Nurse Job Inventory. It was decided that AMC/SGON would be the POC for requesting the Job Inventory.

9. USAFSAM Office of Academic Affairs: Mr. Billy Hester and Mr. Calvin Watson welcomed the group and briefed the Instructional Systems Design process which is applied to all USAFSAM curricula. Their presentations also included information on the direct mail questionnaire program and an explanation of how proficiency codes are applied to course training standards.

10. Requirements for clinical skills in AE: Lt Col Larew asked the group if there were documented requirements for AE clinical skills. Consensus among the group was “no”.

11. Patient Safety Brief: Lt Col DeDecker discussed numerous incidents where patients were allowed on AE missions without being properly antihijacked. USTC SG will release a policy letter in July which will outline accepted procedures for antihijacking patients. She also briefed that medication errors occurred when AE crews did not follow the "5-rights" of medication administration. Several tools are being investigated to assist AE crews with patient identification during patient movement. Lt Col DeDecker also informed the audience of the increased incidence of pressure sores associated with multiple/long patient transports. Several transport mattresses are being evaluated at the 311 HSW to help with this problem.

12. Day 2 FN Break-out Session

12.1. FN Course Prerequisites: Maj Cook reiterated that the objective of the breakout session was to identify training requirements for the FN course, "what does the flight nurse need to know to do his/her job?" Maj Cook reviewed the clinical prerequisites for the FN course; Basic Life Support (BLS) for all students, and Advanced Cardiac Life Support (ACLS) for Active Duty Air Force students. The group discussed whether the Trauma Nurse Core Course (TNCC), 2-years of inpatient experience, and ALCS for ARC nurses should be established as course prerequisites. Maj Cook reported that on the first day of training, 89% of the students report currency in ACLS and 49 % report currency in TNCC. Consensus to make ACLS and TNCC either a "mandatory" or "desirable" prerequisite was not reached during the breakout session. Maj Carney will research the cost, funding source, and the pros and cons of making ACLS and TNCC a course prerequisite. A decision regarding ACLS and TNCC requirements will be made during the follow-up teleconference.

12.2. Readiness Skills Verification (RSV) Program (RSVP): The group reviewed the FN RSV checklist and received a briefing on the RSVP from Lt Col Sandra Bruce AFPC/DPAMN. She defined the RSVP as the readiness portion of AFSC-specific sustainment training which focuses on key AFSC skills. The RSVP helps ensure the individual is at the stage of OJT at which they have gained enough skill, knowledge, and experience to perform the tasks independently. To identify skills associated with the FN career field, the group decided to forward a request for the Occupational Measurement Squadron to conduct a 46Fx job inventory. Col Twilley will forward the request.

12.3. Maj Cook provided an overview of the first block of instruction which included a review of each day of training. The group reviewed each Plan of Instruction (POI) for the instructional block. A consensus was reached to make the following changes:

12.3.1. Aeromedical Evacuation History will remain in the curriculum for information purposes (non-testable).

12.3.2. Delete Treating Nuclear, Chemical, and Biological Warfare Casualties from the curriculum as this is a core competency for all AFSCs.

12.3.3. Delete Triage from the curriculum as this is covered in readiness training. Triage categories utilized for patient movement at Air Staging Facilities will remain in the student mission scenario portion of the course.

12.3.4. Expand Crew Resource Management training to meet requirements for G231.

12.3.5. Immediately incorporate changes associated with the release of AFI 11-2AEV3 and the Universal Crewmember Checklist.

12.3.6. Add Operational Risk Management to the course curriculum.

13. Day 2 AET Break-out Session:

13.1. Line by line discussion of Attachment 17 to the 4N0X1 CFETP. The group attempted to establish linkage between the CFETP, AF Forms 4024 (published by AMC/A37T), as well as AFI 11-2AE Vol. 2. The product of this breakout session is the draft document at attachment 7.

13.2. Discussion of proficiency codes assigned to AF Forms 4024 published by AMC/A37. AMC will review these codes.

14. Day 3 FN Breakout Session

14.1. Block II (Aircraft Considerations) and Block III (Equipment): The group agreed that a FN and AET utilize the same skill sets which are covered in aircraft familiarization training and AE equipment training. A consensus was reached to adopt the AET breakout session's recommended changes for these two blocks of instruction. The FN breakout session would focus on the Course Training Standards covered in the Nursing Considerations and Mission Management blocks of instruction.

14.2. Proficiency codes: The group reviewed the CTS; a "Task List" template was used to facilitate decisions regarding the proficiency codes, tasks, and sub-tasks associated with each individual unit of instruction. Recommended changes were documented on the template. The group reached consensus to make the following changes to the course (attachment 8):

14.2.1. Keep the proficiency code for Mission Irregularities at the "B" level.

14.2.2. Change proficiency code for "Application of Restraints" and "Mission Management & General Patient Positioning" from "B" to "2b".

14.2.3. Add unit of instruction for "Primary and Secondary Patient Assessment" with a "2b" proficiency code.

14.2.4. Add unit of instruction for "Pain Assessment and Management" with a "C" proficiency code.

14.2.5. Add unit of instruction for “In-flight Adult Advanced Cardiac Life Support” with a “3c” proficiency code. A “3c” proficiency code will necessitate the addition of a proficiency examination.

14.2.6. Add unit of instruction for “Neurological Exam” with a “3c” proficiency code. A “3c” proficiency code will necessitate the addition of a proficiency examination.

14.2.7. Raise the proficiency codes from a “B” to a “C” for the following units of instruction:

14.2.7.1. EENT, Burns, Cardiovascular, GI/GU, Infection Control, Medical Management (Blood Dyscrasias, Diabetes Mellitus, Decompression Sickness, and Drug Overdose), Mental Health/Behavior Management, Neurological Disorders, Nursing Considerations Review (medical and trauma case studies), Obstetrics, Musculoskeletal/Wound Management, Pediatrics, Respiratory, and Shock.

15. Day 3 AET Breakout Session: Concluded discussion of CFETP revision.

16. Follow-up items:

16.1. Develop Task Lists for FN and AET curriculums. Deliver one week prior to teleconference (OPR: Maj Cook/MSgt Curran, OCR: Maj O’Loughlin)

16.2. Is endotracheal intubation within the scope of practice for a RN? (OPR: Maj Flarity)

16.3. Request FN Job Inventory from Occupational Measurement Squadron (OPR Col Twilley)

16.4. Make Floor loading a stand alone lecture (OPR: USAFSAM)

16.5. Retirement for C-141 (OPR: Lt Col DeDecker, OCR: AFRC DOOM)

16.6. Add CRAF/PLS Loading Exercise. Will require a PLS inspection checklist (OPR: AMC SGL, OCR: Lt Col DeDecker)

16.7. Research the cost, funding source, and the pros and cons of making ACLS as a course prerequisite (OPR: AFRC and ANG DOOT, OCR: HQ XOOT, AF SGN)

16.8. Determine the impact of making TNCC a pre-requisite/sustainment (OPR: AFRC and ANG DOOT OCR: HQ XOOT, AF SGN)

16.9. Determine impact on ARC if additional days are added to course curriculum (OPR: ARFC DOOT and ARC DOOT, OCR: HQ AF XOOT)

16.10. Feasibility of mandating 2-years of inpatient nursing experience as a prerequisite for FN and AET courses/FN and AET assignment (OPR: AF SGN, OCR: AFPC)

16.11. Do the FN and AET course curriculums meet the objectives of the C-130 CBT. If so, can completion of CBT at unit level be waived (OPR: AMC A37T, OCR: AFRC DOOT)

17. Conclusion:

17.1. Resource constraints within the AE system continue to severely impact the conduct of training. A cardinal limiting factor for many proposed solutions continues to be ARC funding.

17.2. Further discussion and evaluation of tasks comprising the FN job is required. AMC/SG will request a Job Inventory from the Occupational Measurement Squadron to collect relevant data. This will enable career field managers to assess Flight Nurse training requirements utilizing the accepted Air Force process for the first time.

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Attachments:

1. PACAF Update
2. AFRC Update
3. ANG Update
4. AMC/A3 Update
5. AMC/SGO Update
6. FN and AET Course Overview
7. Draft 4N0X1 CFETP (attachment 17)
8. Draft Flight Nurse Task List